



# Adapting the State Trainer role for the UK - the Sussex Experience

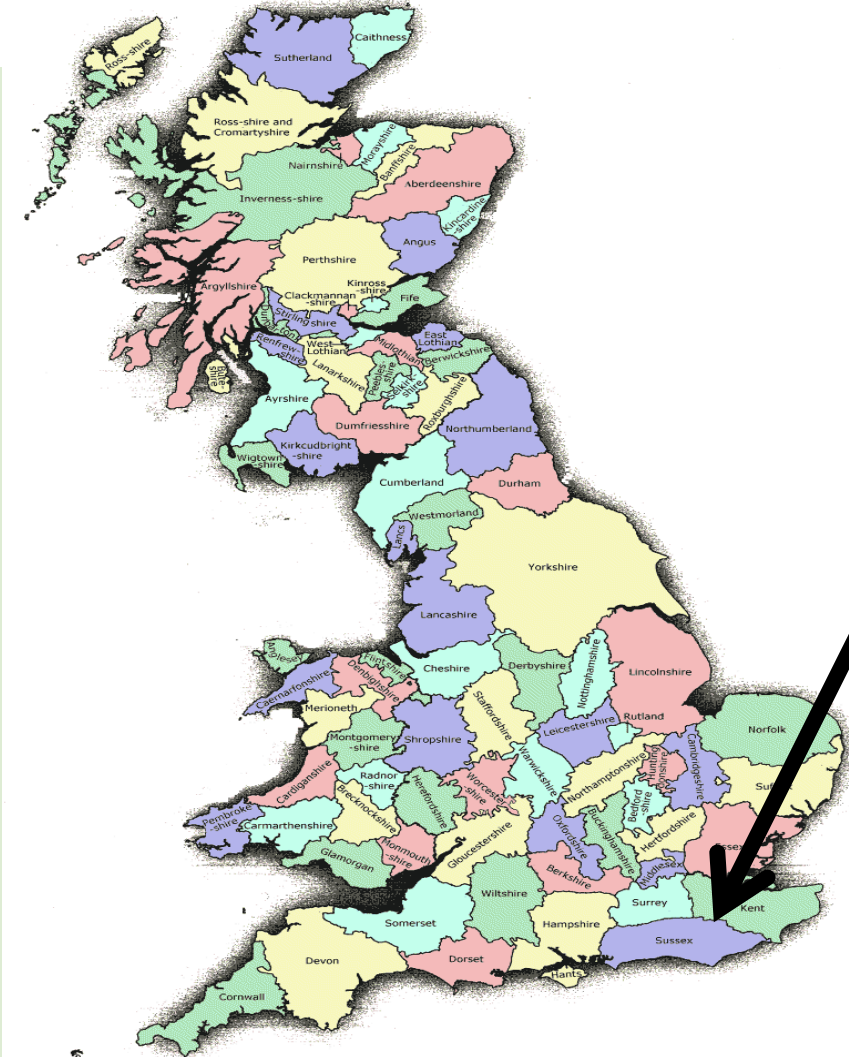
Becky Priest, Bob Grove & Jan Hutchinson

[www.centreformentalhealth.org.uk](http://www.centreformentalhealth.org.uk)



# Sussex, England

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## □ Sussex Area

- population of 1.5 million, Trust supports 10,000 people with a severe and enduring mental health problems each year.
- 28 clinical teams (including 4 early intervention and 4 additional assertive outreach teams).
- 19 Employment Specialists across the area, all employed by Southdown, a local not-for-profit organisation, but attached to & embedded in the clinical teams within the area.
- Every CMHT has a vocational champion



# It takes time

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*"Regional trainers have a key role in increasing access to IPS.. the absence of regional IPS trainers ultimately restricts access to IPS and a working life"* Debbie Becker 2011

- ❑ Implementation in the UK is patchy and where there are examples they have taken 5-10 years to develop
- ❑ UK Centre of excellence programme
- ❑ Sussex had all of the essential ingredients!
- ❑ Regional trainer role



# Why integrate?

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*"I'm a bit embarrassed really, when (ES) first came to our team I thought what are they here for? We work with people who are **really** ill, you know? But they totally showed me I was wrong, I refer people now who say they want to work even if I think it's impossible for them to ever get a job as I'm constantly proved wrong" CPN Sussex*

Fidelity scale 'Organisation 6; Zero exclusion criteria'



## Added value

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*"It's great having (ES) in our team it reminds us to ask about employment aspirations, we like to think we would anyway but there's so much other stuff going on in reality we'd probably forget"* Social worker, Sussex

*"It can sometimes be a bit worrying, particularly if someone is risky, you know, self harming and stuff but the team are great they are always available to offer advise and support"* ES, Sussex



# The role of the Regional Trainer

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## □ Regional Trainer

- external person 'on hand' to support the planning and preparation for fidelity reviews, conduct them and assist with Action Plan.
- demonstrates a learning culture. Talks with the CMHT and ES about why fidelity is important and trains vocational champions.
- reports to CEO and introduced Board level reporting on employment outcomes and has introduced employment targets for CMHTs



# 'Let's talk about work'

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- CMHT training focusing on how to ask about work aspirations
- Dispelling the benefits myth

*"when I asked (client) about work I found out he would like to work and had also worked before, I never knew that"* CPN, Sussex

*"most people think they will be worse off, that's rarely the case"* benefits advisor, Sussex



# The role of the Regional Trainer

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## □ Regional Trainer

- demonstrates 'field-mentoring' in practice and supports supervisors to adopt this approach with Employment Specialists .
- provides more than just dissemination of information or training which may not lead to effective implementation.
- becomes the purveyor, i.e. an individual representing a practice, who actively works to implement that practice with fidelity and good effect.

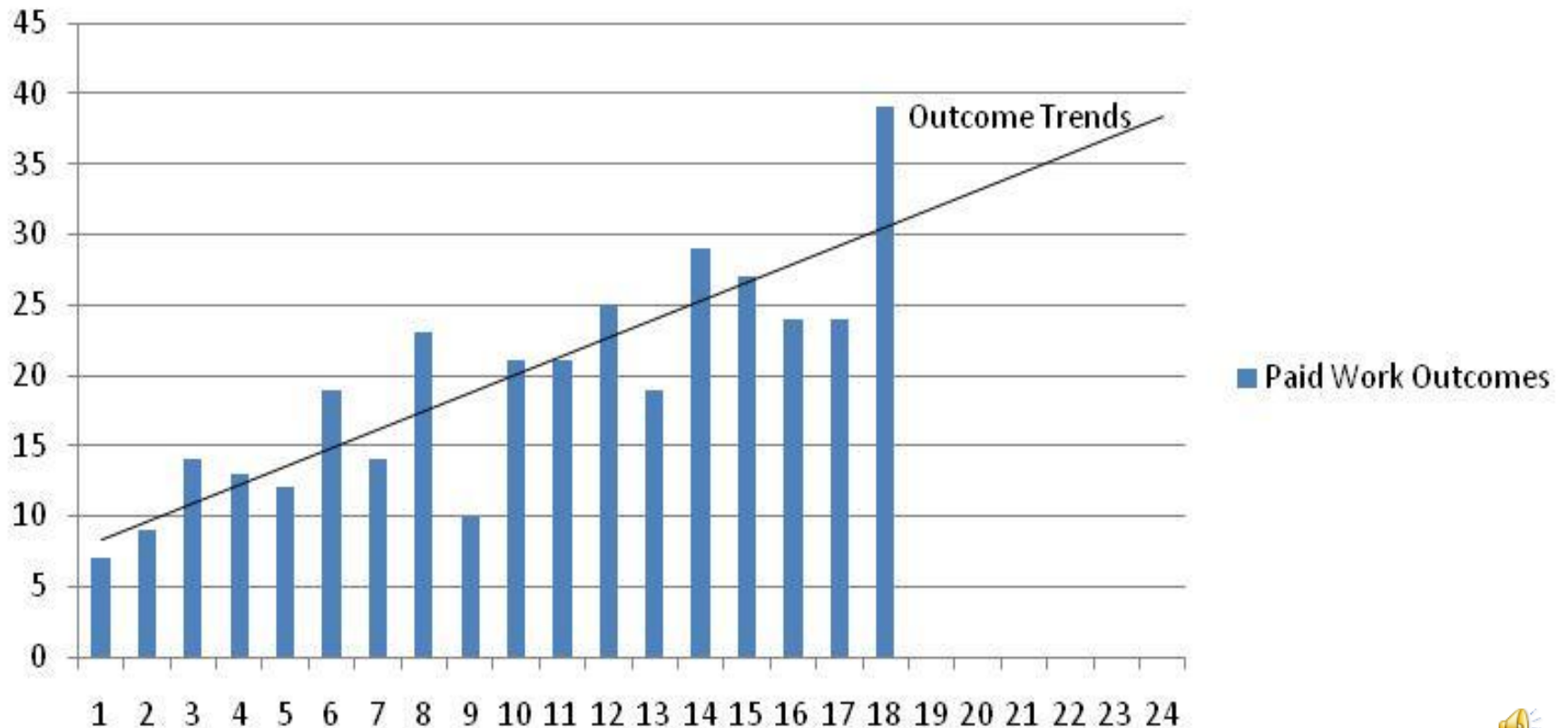


# Paid work outcomes

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## Paid Work Outcomes



# Learning from year 1

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- ❑ Regional trainer's status is important to acceptance by management and practitioners. Links to CMH and Dartmouth helped.
- ❑ RT must speak the language of all levels
- ❑ Training is not enough for ESs – fieldwork mentoring, modelling etc. is needed, especially for employer engagement



# Learning from year 1 cont.

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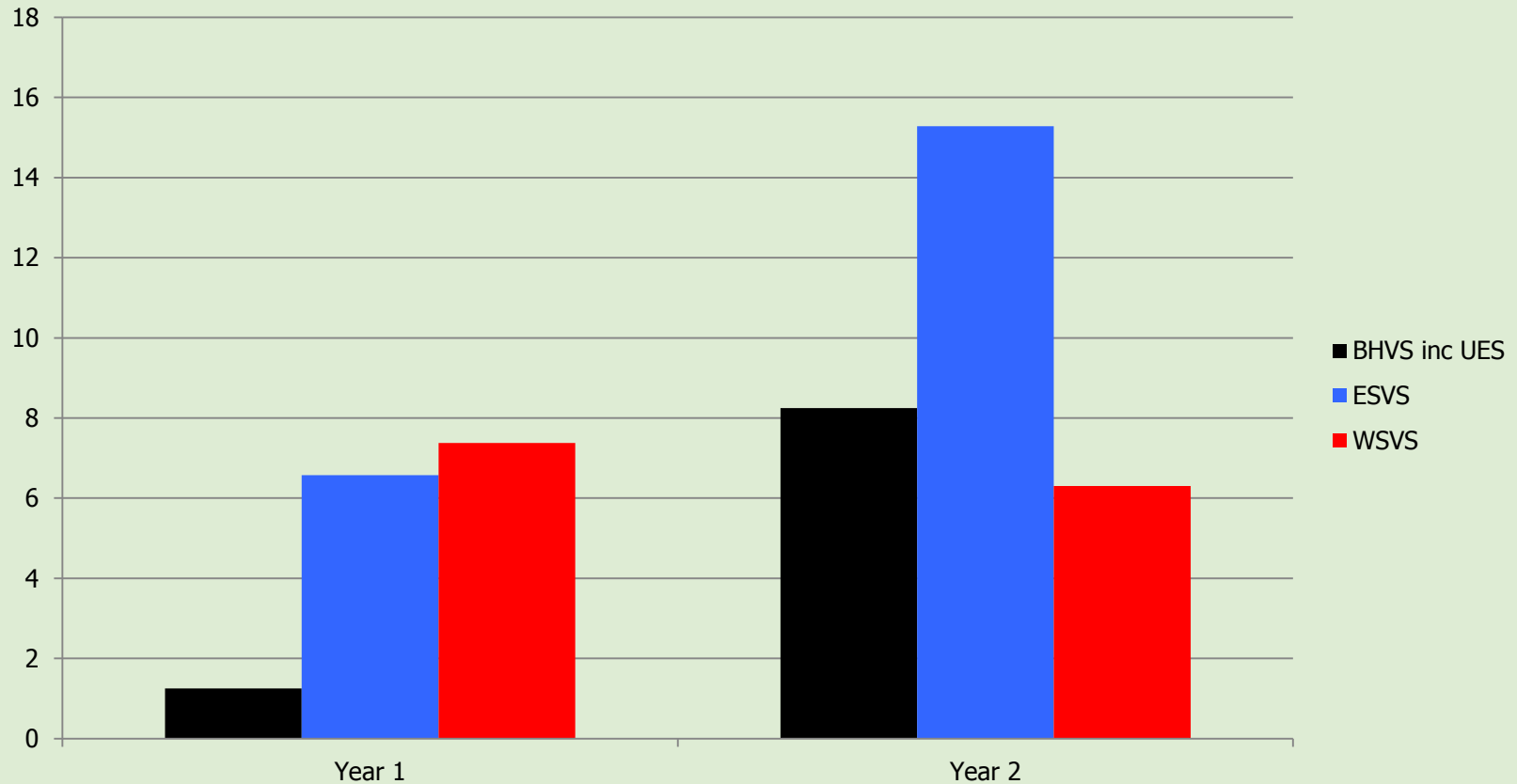


- ❑ Fidelity reviews very helpful as a starting point to sort out important issues
- ❑ Change can be slow particularly in a large organisation
- ❑ Services that are set up on the wrong basis are harder to turn round. Outcomes for the first team in Sussex have never caught up with those set up subsequently



# Annual average outcomes per ES

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# Future plans

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- Disseminate project results and successes
  - internal and external conferences
  - publications
  - training staff in other areas
  
- Seek ongoing funding for post
  - within NHS
  - through grants (e.g. Big Lottery)
  - within service delivery contracts





*"Unfortunately you cant get a prescription for a house,  
a job and a dating agency, I wish you could as that's  
what our patients really need"* Consultant  
Psychiatrist, Sussex



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# Thank you

For more information about Sussex contact

Becky Priest

Sussex Regional Trainer

[becky.priest@centreformentalhealth.org.uk](mailto:becky.priest@centreformentalhealth.org.uk)

07974 203567

